International Labour Organization

Ministry of Foreign Affairs of the Netherlands

Accelerating action for the elimination of child labour in supply chains in Africa (ACCEL AFRICA)

TERMS OF REFERENCE

Duty Station: Nigeria (Ondo, Niger, FCT and/or Lagos state)
Services: Development of Advocacy Strategy on the elimination of child labour in Nigeria and facilitation of training workshop for media practitioners and Journalists.
Duration: 13 July – 20 September 2020

1. Background

According to ILO estimates, 168 million children worldwide are still engaged in child labour with about half in hazardous work and other worst forms. An estimated 21 million people are engaged in forced labour, more than half of whom are women and girls, including 5.5 million children.[1] These figures embody the challenge that remains in order to reach Target 8.7 of the 2030 Agenda for Sustainable Development, universally adopted by all 193 UN Member States.

In Nigeria, the National Bureau of Statistics 2017[2] survey report states that about 50.8 per cent of Nigerian children, ages between 5 and 17, are involved in child labour. Nigeria is also a source, transit, and destination country for women and children subjected to forced labour and sex trafficking, and a source country for men and boys subjected to forced labour. Women and girls are victims of domestic servitude and sex trafficking, and boys are victims of forced and bonded labour in street vending, domestic service, mining, stone quarrying, agriculture and begging. The elimination of child labour and forced labour is intrinsically linked to promoting *"sustained economic growth and full and productive employment and decent work for all"*, as established in SDG 8.

The annual rate of reduction of child labour must be accelerated, and stronger efforts are required to achieve a significant reduction. With the COVID-19 pandemic, there is a high probability of the risk of reverting years of progress, thus the increase in child labour at the country level and globally.

In 2017, at the 4th Global Conference on the Sustained Eradication of Child Labour held in Buenos Aires, the Government of Nigeria made a commitment to join Alliance 8.7 as a Pathfinder Country. The Federal Ministry of Labour and Employment formally confirmed this commitment in a letter to ILO dated May 21, 2018. On 9 May 2019, Alliance 8.7 was launched in Nigeria. To guide the activities of Alliance in Nigeria, three Priority areas were identified, namely: Supply chain,

[1]Global Estimates of Modern Slavery (2017) and Global Estimates of Child Labour (2017). Accessed at https://www.alliance87.org/progress/
[2] 2017 survey report Multiple Indicator Cluster Survey (MICS)

Migration and Conflict & Humanitarian setting. A road map for Alliance 8.7 and a draft communication strategy were developed by Alliance 8.7 stakeholders (additional information on Alliance 8.7 will be provided). The next action is to finalize the communication strategy for implementation by its members at the national level.

The International Labour Organisation (ILO), through the support of the Government of the Netherlands, launched the Accelerating Action for the Elimination of Child Labour in Supply Chains in Africa project (ACCEL Africa) in Nigeria in 2nd May 2019. The project builds on the ILO's extensive experience in implementing initiatives on the elimination of child labour. It also draws upon the experience and lessons learned from the ILO's work with the tripartite constituents at global, regional, national and local levels, the private sector as well as other actors along global supply chains.

The Project has the overarching goal of eliminating child labour in Africa through targeted actions in supply chains in Cote d'Ivoire, Egypt, Malawi, Mali, Nigeria and Uganda. In Nigeria, the ACCEL Africa project intends to implement targeted actions to curb child labour in the Cocoa and the Artisanal Gold Mining sectors.

The Supply Chain Approach is at the heart of the Project. While the focus is mainly on the lowest tiers of the supply chain, the project will involve work with informal networks, supply, production and national and international markets (through the components on partnerships).

The ILO constituents (governments, employers' and workers' organizations) and other key partners such as supply chain actors, UN agencies, investors, communities and civil society organizations will be actively involved in the implementation of the Project. In this context, the Project will build synergies with ongoing ILO projects on global supply chains and existing public and private initiatives on child labour in the Cocoa farming sectors supply chain in Ondo State and the Artisanal Gold Mining Sector supply chain in Niger State, particularly in participating communities (Country project document will be provided).

The ACCEL Africa Project gives high priority to advocacy as a tool for child labour elimination. The project Work plan provided the road map for Multi Sectoral Approach in the elimination of Child Labour where the government, workers'& employers' association, research institutions and civil societies are key stakeholders responsible for advocating and sustaining the political will for government action in monitoring and accountability of both public and private sector in the supply chains. Stakeholders, directly and indirectly contribute on child labour specific and sensitive areas at national level, state and community levels. These actors play a vital role to improve awareness levels of community people through awareness campaign, conducting advocacy and campaigning through capacity building of CSOs and sensitizing policy makers to highly prioritize child labour elimination agenda at the national level. Advocacy and Communication is important to bring about policy changes at the policy level and changing behaviour of people so that lead a better life. Advocacy and communication activities need to be implemented at the community, sector, state and national level.

Additionally, the advocacy strategy will include capacity building for media practitioners and communication experts. In the campaign against child labour, the project will utilize traditional and modern social media, as well as capitalize on Nigeria's popular sports and cultural events to

reach larger audiences at national, state and community levels. This would draw on knowledge, experience and lessons from existing or previous awareness campaigns and activities.

In line with the above, The ACCEL Africa project in Nigeria is desirous of developing an elaborate and effective "Advocacy and Communication Strategy" to provide guidance on advocacy and communication for scaling up elimination of child labour in Nigeria, especially in the Cocoa and Artisanal Gold Mining Sectors. The Consultant will also facilitate capacity-building programme for journalists and communication officers from different MDAs and institutions across the Country, emphasis on Ondo and Niger State, on better communicating on child labour to ensure accurate information, shared understanding of main concepts and conventions as well as increasing quality and quantity of the reporting of the issue. The Consultant will also support the finalization of the draft Alliance 8.7 communication strategy.

2. Objectives of the Assignment

The objectives of the consultancy is to

i. Develop an Advocacy strategy for the elimination of child labour in Nigeria, especially in the cocoa and ASGM sectors and
ii. Facilitate a training programme for journalist and media practitioners.
iii. Finalize the draft Communication Strategy for Alliance 8.7

The consultant is expected to work with the ACCEL Africa team and the National Steering Committee on the elimination of child labour to develop a three-year communication and advocacy strategy for Nigeria, to be supported by the ACCEL Africa project, including indicators and measurement tools. The consultant will also be expected to advice the project on potential cost implication for the advocacy action plan.

3. Scope of the work

Under the direct supervision of the ACCEL Africa National Project Coordinator, in close collaboration with National Steering Committee on the elimination of child labour, the consultant will be recruited for 40 working days within two months.

S/he will be responsible for the development of the Advocacy and Communication Strategy for elimination of child labour in Nigeria and facilitation of the training programme for media practitioners. Specifically, the Consultant will be responsible for undertaking following tasks:

- Desk review relevant documents including: project document, reports and evaluations; ILO reporting standards; communication guides on child protection/child labour; and ILO tools and manuals developed in the areas of child labour, social protection, occupational health and safety and decent work agenda.
- Conduct a rapid market research based on initial information about targeted audiences, channels/platforms, as well as key actions and results to expect.
- Draft a complete advocacy strategy, outlining clear objectives, target activities, allies, deliverables and indicators, as well as an implementation plan for the first 3 years and **advice** on cost implication for such work

- Engage with Members of the National Steering Committee on the elimination of child labour and other relevant stakeholders on the development of the advocacy strategy (virtual meetings, interviews, FGD etc)
- Identify the role of the National Steering Committee on the elimination of child labour and other stakeholders on advocacy and communication strategy in influencing the implementation of policies at the state and national level
- Provide recommendation on potential structure and focus over the coming three years.
- Share the draft advocacy strategy and implementation plan with stakeholders
- Present draft advocacy strategy at the validation workshop (to be held virtually or face to face)
- Prepare final Advocacy and Communication Strategy of ACCEL Africa in Nigeria including comments.
- Facilitate training programme for Media practitioners on reporting on child labour issues, including during covid-19 pandemic
- Submit detailed report of the training workshop for Media practitioners
- Finalize the draft Communication strategy for Alliance 8.7 in Nigeria.

4. Required Qualification and skills

- University degree, preferably in Communications sciences, Mass Communication, social sciences or an equivalent combination of training and experience;
- A minimum of five years' work experience in the areas of communication or marketing projects development/implementation and or coordination, research and analysis, - ideally with a focus on child labour/protection;
- A minimum of five years' experience in conducting trainings /facilitation of workshops for journalists/media practitioners
- Expert knowledge and experience in digital platforms and social media handle
- In-depth knowledge and understanding of issues of child labour in the Cocoa and Artisanal Gold Mining Sectors.
- Good research, analytical, reporting, presentation and drafting skills;
- Ability to analyse and interpret data.
- Extensive work experience and proven record in advocacy, policy, social campaign, strategic management
- Excellent command of oral and written English
- Demonstrate experience of having undertaken similar assignments
- Good communication and facilitation skills
- Cultural awareness and sensitivity to gender issue
- Knowledge of the functioning of the International Labour Organization, the UN system and other development partners.

5. Key deliverables

The consultant will deliver on the following:

- Inception report: Outlining details of activities with proposed methodology and timeline/ delivery dates. The inception report should also include the outline for the advocacy strategy
- Zero draft advocacy and communication strategy for feedback and comments
- PPT on draft 1 of Advocacy strategy to be presented at the validation workshop
- Submission of draft 2 advocacy and communication strategy (having incorporated inputs made during the validation meeting) for final feedback and comment, response.
- A final clean copy of the advocacy strategy (e-copy and hard copy) in English, including 3 year implementation plan.
- Report of the Advocacy strategy Validation Workshop
- Training module and training plan for the journalists and media practitioners' workshop on better communication on child labour to ensure accurate information, shared understanding of main concepts and conventions as well as increasing quality and quantity of the reporting of the issue.
- Facilitate training workshop
- Submit report on the journalists and media practitioners' child labour reporting workshop
- Revised version of the Alliance 8.7 Communication strategy for inputs by ILO and Stakeholders
- Final clean version of the Alliance 8.7 communication strategy.

6. Consultancy fee and Payment schedule

The total Consultancy is for 40 working days within a two-month period. Consultants should provide daily rate required (negotiable in line with available budget) and DSA for Validation meeting (2 nights), and media training workshop (6nights), will be calculated by ILO in accordance with standard rate as provided by the Nigeria Government. ILO will purchase air tickets to the venue of the validation meeting and media workshop.

Payments will be made in Naira with the following payment method:

(i) **First tranche**: 20% will be paid upon submission of
- Inception report: Outlining details of activities with proposed methodology and timeline/ delivery dates. The inception report should also include the outline for the advocacy strategy
- Zero draft advocacy and communication strategy for feedback and comments
- PPT on draft 1 of Advocacy strategy to be presented at the validation workshop

(ii) **Second tranche**: Sixty percent 60% will be paid upon the submission of
- Submission of draft 2 advocacy and communication strategy (having incorporated inputs made during the validation meeting) for final feedback and comment, response.
- A final clean copy of the advocacy strategy (e-copy and hard copy) in English, including 3 year implementation plan.
- Report of the Advocacy strategy Validation Workshop

- Training module and training plan for the journalists and media practitioners' workshop on better communication on child labour to ensure accurate information, shared understanding of main concepts and conventions as well as increasing quality and quantity of the reporting of the issue.
- Facilitate training workshop

(iii) **Final tranche**: Twenty percent 20% will be paid upon the submission of

- Submit report on the journalists and media practitioners' child labour reporting workshop
- Revised version of the Alliance 8.7 Communication strategy for inputs by ILO and Stakeholders
- Final clean version of the Alliance 8.7 communication strategy.

Payments of deliverables as enumerated above is subjected to the satisfaction of the International Labour Organization.

7. Procedure for submission of expression of interest

Interested consultants should submit below mentioned documents only by email to the address: kolawole@ilo.org and ekhabafe@ilo.org not later than **July 3rd, 2020 at 6 p.m.** (Nigeria time).

- An updated Curriculum Vitae
- An application letter including remuneration requirements (daily rate) Applications not including all of the above information will not be reviewed. Only short listed candidates will be contacted.

8. Confidentiality

The consultant is required to respect strict confidentiality vis-à-vis third parties, for any information relating to the assignment or collected on its occasion (no reproduction / dissemination reports or documents is allowed). Failure to comply with this clause will result in immediate termination of the assignment. This strict confidentiality remains the rule, without limitation, after the end of the assignment.